

# UPDATE TO HORTICULTURE AWARD

## FOR CASUAL EMPLOYEES

### WHAT HAS CHANGED?

An Award is a legal document that outlines the minimum pay rates and conditions of employment. The Award that applies to the work you perform depends on the industry you work in and the job you are doing. In our workplace you are paid by the Horticulture Award.

The Government has recently made changes to the Horticulture Award for piecerate workers. This includes changes to how piecerates are calculated, a minimum wage guarantee and the type of records we keep. If you are a casual worker who is paid an hourly rate, there are no changes.

### HOURLY RATE – CASUAL WORKER

From Saturday 30th April you will be paid hourly rates. Your hourly rate will be:

Your Base Rate		25% Casual Loading		Your Total Rate
\$20.33	+	\$5.08	=	\$25.41

#### Overtime

Casuals on an hourly rate will get paid overtime when working more than:

- 12 hours in a day or shift, or
- 304 normal hours over an 8 week period.

When you work overtime you will be paid:

- Time and a half, which is 150% of your normal hourly rate, and
- Casual loading, which is 25% of your normal hourly rate.

#### Night Penalty

Casuals on an hourly rate working between 8.31pm and 4.59am on any day of the week (except public holidays) get paid:

- normal hourly rate, and
- 15% night penalty, and
- Casual loading, which is 25% of your normal hourly rate.

#### Public Holidays

Casuals on an hourly rate who work on a public holiday get paid:

- Double time, which is 200% of your normal hourly rate, and
- Casual loading, which is 25% of your normal hourly rate.

#### Bonus

Some hourly rate work may also include a bonus payment. This will be a performance-based target bonus and is paid at the discretion of the farm. For more information, please speak with your supervisor.

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### PIECE RATE – CASUAL WORKER

Sometimes you may be paid a piecerate instead of hourly rates. If you are going to be paid by piecerate you will be given a piecework record telling you the piece rate before you start the work.

### PIECEWORK RECORDS

A Piecework Records is given to you before you start work on piecerates. It tells you what you will be doing, the piece rate you will be paid, the date and time you will start being paid a piece rate and lets you know the minimum guaranteed pay.

### PIECERATE MINIMUM WAGE GUARANTEE

When you are paid a piece rate you are guaranteed to be paid a minimum amount for each day you work. All workers paid a piecerate will be guaranteed to be paid minimum wage for each day that they work. For each day worked you will receive **at least \$25.41 per hour** multiplied by the number of hours you worked.

#### Example:

If you do not earn \$25.41 per hour for the number of hours worked a day your pay will be topped up.

Worker	Total Hours	Minimum Hourly Pay	Piecerate Earnings	Top -Up
Worker A	7.75	\$196.93	\$148.00	\$48.63

If you earn more than \$25.41 per hour on piecerate you will be paid your piecerate earnings because it is the higher amount.

Worker	Total Hours	Minimum Hourly Pay	Piecerate Earnings	Top -Up
Worker B	7.75	\$196.93	\$299.79	-

### RECORD KEEPING

The changes to the award now require us to record your start and finish time each day and the rate you were paid. This means you will be required to sign in and out of work every day.

### WHEN WILL THE CHANGE APPLY?

This change will be effective from your first pay period after Saturday 30 April 2022.

### QUESTIONS?

If you have questions, you can speak to your supervisor or contact the Human Resources team by email at [human.resources@fpg.com.au](mailto:human.resources@fpg.com.au). If you would like any more information, please visit:

[www.fairwork.gov.au](http://www.fairwork.gov.au)